

DEPARTMENT OF CHILDREN AND FAMILIES
JOB OPPORTUNITY

Clinical Social Work Associate

PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS AT THE BOTTOM OF THIS PAGE!

Open To: The Public and State Employees
Location: 505 Hudson Street, Hartford, CT
Job Posting No: SC43009CO
Hours: 37.5
Salary: XC -26, \$71,765.00 – \$96,782.00, (Annually)
Closing Date: September 10, 2015

The Department of Children and Families is currently recruiting for a Clinical Social Worker Associate within the Office for Research and Evaluation (ORE). The position will be located at 505 Hudson Street, Hartford, CT. This is a full time position, 37.5 hours. The Office for Research and Evaluation (ORE) is part of the Quality and Planning of the Department.

Eligibility Requirement: State employees currently holding the above title or those who have previously attained permanent status in this class may apply for a lateral transfer. Candidates who possess the general special experience and special requirements may apply.

Examples of Duties: Staff will participate in various aspects of Eckerd Rapid Safety Feedback (ERSF) and other related qualitative reviews as part of a multi-disciplinary team providing their clinical and other expertise in such areas as assessment and evaluation. ERSF is a new model being implemented by the agency that involves an expanded approach in the provision of consultation on challenging cases to collaborate in the development of adjustments to plans that help to ensure child safety. The ERSF Model measures a baseline of serious risk factors and couple it with real-time quality assurance (QA). It includes a nine-question critical case practice assessment tool to reduce the probability of serious injury or death. Staff will conduct quarterly reviews of the high probability cases (i.e., those with the highest probability of serious injury or death) until case closure or the youngest child turns three. Staff will also, within a given timeframe, consults and collaborate with assigned area office staff when the rating on the assessment tool is below a certain score to provide supportive coaching and to develop a plan to ensure any safety concerns are quickly mitigated, and to provide immediate coaching and support for staff. Staff tracks agreed upon tasks to completion using an automated process that ensures accountability. A major focus of staff involved in ERSF is child safety utilizing a quick action/response, accountability, a wraparound approach, and centralized, unbiased continuous quality assurance to identify children most at risk, providing consultation and collaborating with assigned staff working with these high need children and families that are most often challenging and complex, and to directly change case practice in real time that results in the reduction of the likelihood of serious injury or death with the likely impact of also reducing the likelihood of repeat abuse. Staff will also have the opportunity to participate in the evaluation of the ERSF Model that proposes to (1) measure its practice fidelity, or the degree to which the delivery of ERSF adheres to its model as intended; (2) evaluate child welfare practice quality improvements as a result of using the ERSF approach (e.g., improvement in critical case practices including high quality safety planning and individualized case planning); and (3) evaluate child safety outcomes by examining how outcomes change in the time periods before and after implementation of ERSF.

Core Competencies: Skills

- 1.) Communication: Proficient written and verbal communication skills, including the ability to comprehend, prioritize, and disseminate key concepts and issues; and to share such with others. Possess strong active listening skills.
- 2.) Critical thinking and analytic abilities: Ability to make timely, informed decisions that take into account DCF policy, the best interest of the child, and agency and ORE goals and constraints. Ability to use professional judgement to support course corrections, if needed, and positive outcomes. Ability to administer tools, and evaluate data, and present results in high quality reports.
- 3.) Detail oriented: Able to distinguish, appraise, and integrate multiple sources of knowledge with practice wisdom and professional judgement. Able to make connections between and synthesize information from multiple sources and convey that through both oral and written communication.
- 4.) Flexibility: Able to adapt to changing work needs, conditions and responsibilities. Able to pro-actively solicit feedback, recognize needed changes, and integrate them into performance.
- 5.) Interpersonal: Possess strong teamwork and conflict management skills in order to promote cooperation, partnerships, and collaboration to achieve goals and deliverables.. Able to work well with staff at various levels, with varying levels of experience and expertise and skill.
- 6.) Organizational: Highly organized, with ability to multi-task and prioritize work.

Knowledge

- 1.) Strong clinical skills and expertise
- 2.) Technical knowledge of the child welfare system
- 3.) Self-awareness that includes understanding and reflecting upon one's own strengths and limitations, and the implications for one's professional role. Ability to use supervision and other supports to mitigate and/or overcome any such limitations
- 4.) Working knowledge of the multiple service systems that may impact child welfare involved children and families
- 5.) Strong knowledge of the services and supports that may assist children and families touched by the child welfare system

General Experience: One year of experience as a licensed clinical social worker.

Special Requirements: Incumbents in this class must possess and retain a license to practice clinical social work pursuant to Sec. 20-195 (m) through (r) of the Connecticut General Statutes.

Note: The filling of this position will be in accordance with reemployment, SEBAC, transfer, promotion and merit employment rules.

Application Instructions: Interested and qualified candidates who meet the above eligibility requirements should submit an Application for Employment (CT-HR-12), resume, a letter of intent and three (3) letters of SUPERVISORY references (current State employees please provide last two Service Ratings in lieu of references). Current DCF employees who hold the above title should submit an 1199 Lateral Transfer form to the address below. Please reference Job Posting # **SC43009CO**. Application material can also be faxed to (860) 550-6433. **Applications must be postmarked no later than the closing date indicated above. Incomplete application packages will not be considered. Due to the large volume of applications received we are unable to provide confirmation of receipt or status updates during the recruitment process.**

DEPARTMENT OF CHILDREN AND FAMILIES
505 HUDSON STREET, HUMAN RESOURCES, HARTFORD, CT 06106
Att: Cynthia Sailor

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.